



H.I.R.E.

Hub for Integration, Reentry & Employment

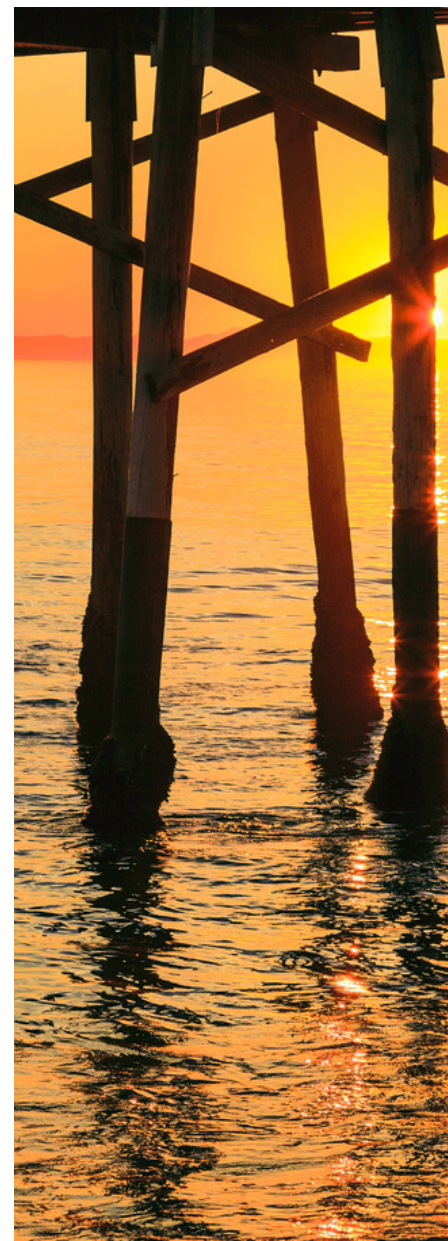
2023 IMPACT REPORT



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A Message From Our Founder

Whew, what a ride 2023 has been! As we reflect on the past year, I can't help but feel incredibly grateful for each and every one of you who has supported us along the way.

Our organization has come a long way since our humble beginnings just three years ago, and I want to take a moment to express my heartfelt thanks for sticking with us and helping us grow into a true powerhouse of an organization. While we still have a long way to go, your belief in our mission fuels our drive to keep pushing forward, and we couldn't do it without you.

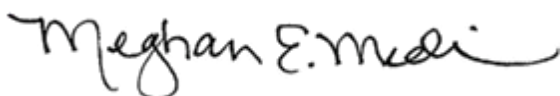
In true H.I.R.E. fashion, 2023 brought its fair share of excitement. We grew immensely in services, programs and support, while still operating on a meager budget and mostly volunteer staff. We applied for our own independent nonprofit status (expected to go into effect early 2024) and have a lot of exciting growth plans in the works.

As we continue to evolve as an organization, we remain committed to learning from our community and our peers. We're all about adapting and pivoting to better meet the needs of those we serve, and 2023 was no exception. Looking ahead, we're laser-focused on streamlining our processes to provide even more comprehensive support to system-impacted individuals in our community.

None of this would be possible without the support of our incredible community, clients, partners, and friends. You're the driving force behind everything we do, and we're endlessly grateful for your unwavering dedication.

Here's to another year of making a real difference together!

In partnership,



For more information about H.I.R.E. or to learn how you can get involved, please visit our website!
www.hireoc.org



Our Story

The Hub for Integration, Reentry & Employment (H.I.R.E.) was founded in 2020 in response to the thousands of people being released to our communities from incarceration with no safety net or plan in place. H.I.R.E. serves as a hub of resources and services for those returning home.

Our Mission

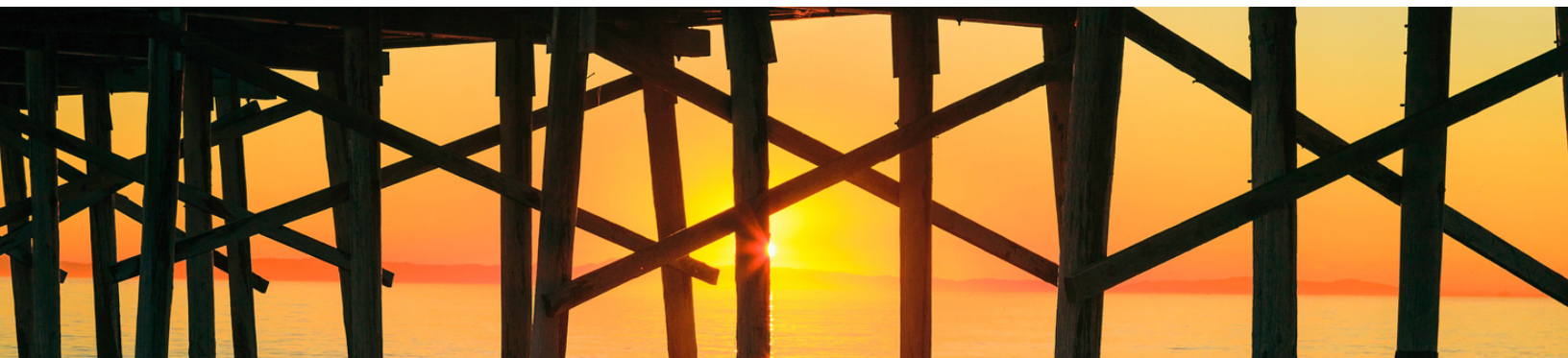
H.I.R.E.'s mission is to maximize the skills and opportunities for formerly incarcerated and system-impacted youth and adults in Orange County through employment, mentorship and community building.

Our Vision

We envision a unified Orange County where gaps in social, political, and economic opportunities are eliminated for formerly incarcerated and system-impacted youth and adults.

Guiding Principles

- Connect and unite Orange County stakeholders to support the reintegration of formerly incarcerated community members.
- Use research informed and data driven strategies grounded in equity, and justice.
- Lift the voices of formerly incarcerated and system-impacted people.





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Service Snapshot

H.I.R.E. provided services to

1,105

people through employment assistance, mentorship and community building activities.

Direct Service

96 people received employment assistance through **Jobs Not Jails** and **Workforce Ready Workshops**

Our **Transforming Integration into Meaningful Experiences (T.I.M.E.)** lived experience **mentorship** program provided individual and group mentorship to **76** people

The **T.I.M.E Volunteering Program** launched with **23** participants

195 people were connected with **health benefits & resources**

Community Building

The **Reentry Resource Fair** serviced **363** attendees and our **Youth & Family Fair** serviced **153** youth and families

We hosted **8 subcommittee meetings** with **141** total participants and made **16 service provider connections**

42 attendees were present at our screening of the **Belly of the Beast** documentary

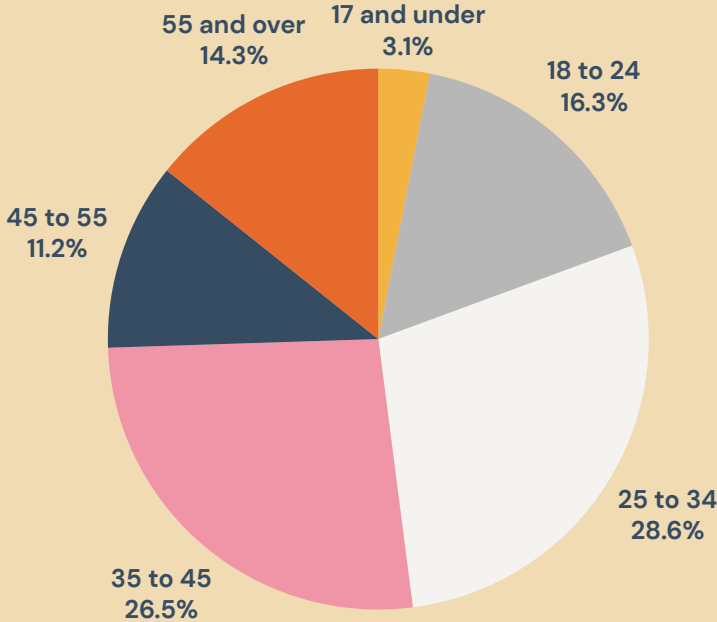
Client Identity

Location



83% of clients reside in Orange County

Age

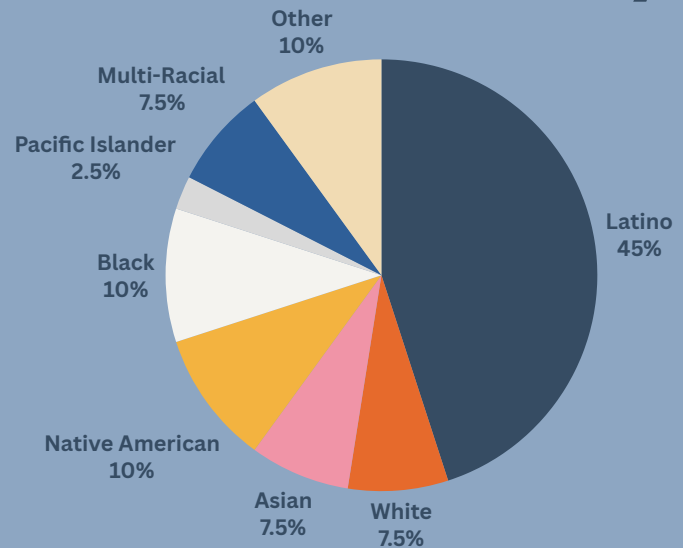


Gender Identity

69% Male
31% Female



Race/Ethnicity



100% Have a Past Conviction



86% On Active Supervision

100% Low Income



**Not all client data was collected.

61% Unemployed

58% Parents

28% Substance Use

18% Disabled

11% Former Foster Youth

8% Veterans

6% Special Education



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Programs

Jobs Not Jails

Our Jobs Not Jails program provides assistance to those seeking employment. **69% of clients came to us unemployed and 19% under employed, 93% were seeking assistance with employment.** H.I.R.E. launched **Workforce Ready Workshops** this year in partnership with First IC Bank and Bank of the West/BMO to help clients get ahead. Clients also received assistance with resume writing, interviewing, job search and job placement. **With extremely limited staff resources (consisting of almost 100% volunteer assistance) 73% of clients were placed into employment, making on average, \$20.88/hour.**

Jobs Not Jails is our priority to grow in the coming years, including adding dedicated staff and expanding employer outreach to meet the needs of our clients.

Resource Referrals

Clients, community members and fellow service providers come to H.I.R.E. to identify other services within the community to assist themselves or their loved ones/clients. Of all services requested, **36% were for employment (93% of all clients requested employment), 17% for counseling/mental health, 13% for housing, 11% for Legal, 7% for physical health, 6% for food, 5% for childcare, and 3% for other.**

To assist with these referrals, **H.I.R.E. has over 1,000 people representing over 200 service providers, agencies, employers and faith based organizations in our network.** We were able to make **220 referrals to services and 16 partner connections** (connecting service providers for collaboration or referrals).





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Client Success

Navigating a New World

After serving six years behind bars, Gail experienced immense difficulty reentering his community. Not only did his parole restrictions limit his ability to support himself with employment, but customary activities such as transportation became a daily obstacle.

“When you get out of prison, the world is a different place for you. Everything is a struggle. I didn’t even know how to ride a bus. I wasn’t used to traveling more than 100 feet without having a wall or a fence. It’s a practice humans develop in a bigger environment, and you can lose that.”

After months of enduring financial and mental hardship, Gail’s struggles became focused on his basic survival which resulted in an urgent need for employment and career guidance. **At the age of 63, Gail knew he needed to work to survive, but most importantly he wanted purpose.**

Gail attempted to apply for jobs but unfortunately, he was consistently met with denial. His parole restrictions limited his accessibility to resources used by almost all hiring agencies and application processes, and his past education and professional experience – which his conviction prohibits him from returning to – deemed him overqualified for jobs he applied to.

This is when Gail found H.I.R.E. At first, he had low expectations fearing more denial. To his surprise, **he was met with kindness, respect, and enthusiasm.**

“It was friendly, it was respectful; people in my situation don’t always get friendly and respectful, especially the respectful part. It was non-judgmental. And the thing about it was that they actually sounded enthusiastic about helping and being of service to get me to the next level.”

H.I.R.E. worked with Gail to eliminate obstacles he had been facing. Gail received career guidance and assistance to craft a resume aligned with a job he would feel satisfied with. He also was assisted with applying for housing, and most importantly, developed a support system designed to keep him accountable. After just a few weeks, H.I.R.E. placed Gail into a job that fit his expectations and parole restrictions.

“H.I.R.E. took into account my restrictions and said they were going to try to get me something meaningful and I’d enjoy doing. I didn’t get a speech about just taking what was out there. They were really good at working with me as an individual which is the biggest reason I chose to stick with H.I.R.E.”

Employment to Gail was a huge step in rebuilding his life. With this financial security, Gail now has the opportunity to hone his passion for art and began creating oil paintings. He has recently been selling his art to the community and looks forward to more developments in his pursuit of art.

Gail continues to work with H.I.R.E. to rebuild his future and is excited to start this new chapter in his life with the goal of self-sustainability and feeling fulfilled.

T.I.M.E. Programs

T.I.M.E. Mentorship

After launching our **Transforming Integration into Meaningful Experiences (T.I.M.E.)** lived experience mentoring program in late 2022, we have welcomed three new mentors to the team. **Five mentors provided group and individual mentorship to 76 people** including eight youth currently in custody. They also help to create reentry plans, testify in court and provide connections to resources.



T.I.M.E. Volunteering

In November, we expanded our T.I.M.E program to include meaningful **volunteer opportunities**. These opportunities entail monthly group-driven events that allow our **clients to connect, build their resumes, and give back to the community**. To build community and connections, corporate partner Medtronic joined for a Thanksgiving Day event in November. We look forward to expanding this program further in 2024.





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Reentry Resource Fair

2nd Annual Reentry Resource Fair

In June, we hosted the countywide **2nd Annual Reentry Resource Fair** at the Honda Center in Anaheim, California. **363 people attended**, benefitting from over **55 vendors** representing employers, service providers and county agencies. Participants received free phones, food boxes, giveaways and were able to win gift cards and work and school supplies.

Special thank you to the City of Anaheim, Honda Center, OC Vibe, Returning Home Foundation, Medlin Workforce & Reentry Solutions, Starbucks, and the County of Orange County Community Corrections Partnership for supporting this event.





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Youth & Family Fair

2nd Annual Youth & Family Fair

In June, H.I.R.E. co-hosted the **2nd Annual Youth & Family Resource Fair** in partnership with Project Youth OC in Santa Ana, California. The fair expanded to serve **153 youth and their families** with community resources, employment, health screenings, legal assistance and access to benefits. Attendees also benefitted from food boxes, toy and school supply giveaways, gift cards, hygiene kits, new shoes and food boxes.

This event currently operates with a \$0 budget and is possible through our community partnerships and collaborations. With the addition of sponsors and support, we hope to grow this event to serve more of the community in need.



The Power of Giving Back

As a growing, grassroots organization, H.I.R.E. operates almost entirely off of the **generosity of volunteers**. This year, our impact is undeniable, over **70 volunteers** and **nine undergraduate interns** from UC Irvine and Chapman University collectively provided **3,040 hours of service**, equating to a whopping **\$96,655.78 of in-kind support**.

To thank and recognize our volunteers, we hosted our inaugural H.I.R.E. Volunteer Appreciation Event in October, attended by volunteers, interns and current and former board members. We recognized seven standout volunteers for their commitment to our mission:

Intern of the Year: Jocelyn Figueroa
Mentor of the Year: Irving Relova
Rookie of the Year: Shauna Meneses-Higgiins
Special Award: H.I.R.E. "Mom" Award: Elaine Medlin
"I've Got You Award:" Randy & Susan Woodworth
Volunteer of the Year: Nicole Woodworth

Volunteer Coordinator **Nicole Woodworth** was also recognized with the **Kinecta Kindness Award**, resulting in a donation for H.I.R.E. and recognition for Nicole.

Thank you to everyone for your continued support, our work is not possible without you!





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Funding

Grassroots Efforts

Despite the widespread impact we continue to have in the community, H.I.R.E. is still very much in its infancy as an organization, depending on volunteerism and grassroots efforts to change lives.

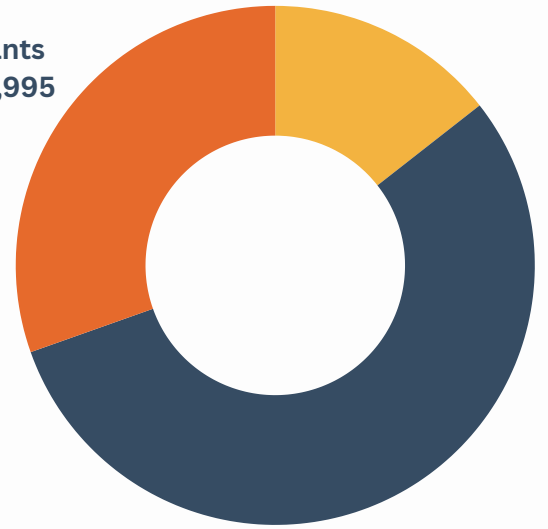
Funding from our foundation, corporate and community supporters funded two part-time staff (1.1 FTE total) for almost the full year and the ability to provide programs and services for 1,105 people.

As our organization continues to grow, so does our need for funding. Our leadership and board are actively developing partnerships and fundraising to develop H.I.R.E. into an even more impactful organization. We welcome your partnership and support of our efforts.

To get donate or to get involved, please contact us at info@hireoc.org or visit www.hireoc.org.

Donations & Fundraisers
\$26,083

Grants
\$54,995



In-Kind Support
\$99,676





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Leadership

Award Winning Leadership

H.I.R.E. CEO/Founder Meghan Medlin was honored as a nominee for the **2023 Women in Business Awards** hosted by the Orange County Business Journal, was recognized in the LA Times as an **Inspirational Woman in Orange County** and awarded the **Woman of Distinction Award** by Senator Tom Umberg for the work that she does in the community.



Special Thank You to 2023 Board Members

- Natalie Clayton (Termed)
- Lisa Dulyea
- Jasmine Epperson
- Eduardo Martinez
- Debbie Miller
- Eyal Zadik (Termed)



We thank you for your ongoing support of our organization and the community that we serve.

Acknowledgements

We want to dedicate this page to acknowledging the contributions of the people who worked tirelessly on the projects mentioned within. Below, is a list of the names and organizations committed to these projects, we thank you all:

Our Fiscal Sponsor: Charitable Ventures

Our Key Partner Organizations:

- Bank of the West/BMO
- County of Orange Community Corrections Partnership
- Diocese of Orange Office of Restorative Justice
- Honda Center / OC Vibe
- Project Youth OC
- Radiant Futures
- Working Wardrobes

Our Interns: Vida Alcamo, Emma Becerra, Georgia Bernal, Paige Bullman, Justin Fisher, Sophia Francisco, Rockie Rosenberg, Nataly Quezada, Andrea Tovar

Our Mentors: Marta Barreto, Tin Nguyen, Irv Relova, Oscar Rodriguez & Nhut Vo

Our 2023 Staff: Samantha Harris (Consultant), Meghan Medlin & Lynh Tran

Our Volunteers: Jocelyn Figueroa, Lizbeth Quintero, Donna Saito, Katie Waggoner, Nicole Woodworth, and the countless others who are too many to name, but who we love and appreciate!

Finally, we want to acknowledge you, thank you for being here with us!



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